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REPORT

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INFORMATION FROM  
FOREIGN DOCUMENTS OR RADIO BROADCASTS CD NO.

COUNTRY Hungary  
SUBJECT Sociological; Economic - Manpower  
HOW PUBLISHED Official gazette  
WHERE PUBLISHED Budapest  
DATE PUBLISHED 11 Feb 1951  
LANGUAGE Hungarian

DATE OF INFORMATION 1951  
DATE DIST. 6 Dec 1951  
NO. OF PAGES 4  
SUPPLEMENT TO REPORT NO.

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SOURCE Magyar Kozlony.

HUNGARY ISSUES DECREE ON MANPOWER RECRUITMENT

Decree No. 40/1951 (II. 11) of the Hungarian Council of Ministers, relative to manpower recruitment, reads as follows.

Manpower Recruitment

Paragraph 1

Manpower requirements, occasioned by the speedy development of the national economy, must be met, in part, by recruitment.

Paragraph 2

Registration for recruitment is voluntary. Recruitment may be conducted only through the use of informative means and persuasion, (without recourse to coercion).

Paragraph 3

Recruitment under the provisions of the present decrees may be conducted only by the state agencies (enterprises) designated in Paragraph 7, in conformity with the manpower-recruitment plan (Paragraphs 4 and 5).

Manpower-Recruitment Plan

Paragraph 4

a. A national manpower-recruitment plan will be prepared by the National Planning Office in cooperation with the interested ministries and the Office of Manpower Reserves. Only manpower requirements which cannot be satisfied locally by other means may be included in the plan.

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b. The plan must contain, for each enterprise separately, the manpower requirements to be covered by recruitment, the dates when these requirements are due, and the counties in which recruitment is to be conducted.

c. The plan is subject to the approval of the Council of Ministers.

## Paragraph 5

a. On the basis of the national manpower-recruitment plan, the appropriate ministries, in cooperation with the Office of Manpower Reserves, will work out a partial recruitment plan for a period of less than one year. The partial plan is subject to the approval of the National Planning Office. The duration of the partial plan will be announced by the president of the National Planning Office.

b. If, while the partial plan is in operation, need for additional manpower should arise, the president of the Office of Manpower, with the approval of the president of the National Planning Office, may authorize the extension of the plan.

State Agencies Designated for Recruitment

## Paragraph 6

Securing the requisite manpower for an enterprise is the responsibility of the director of the enterprise. The director secures (a) manpower needs covered by the recruitment plan through the method outlined in this decree; and (b) additional requirements by drawing on other manpower reserves.

## Paragraph 7

a. The Office of Manpower Reserves has jurisdiction over the conduct of recruitment and the coordination of the work of the executive committees of the local councils. If necessary, detailed rules for the conduct of recruitment are issued by the president of the Office of Manpower Reserves. These rules will be published in the official gazette, Magyar Közlöny (Hungarian Information Bulletin).

b. On the basis of the manpower-recruitment plan, the executive committees of the county and district councils will announce the number of workers to be recruited in their respective areas, and will organize and control the recruitment.

c. Recruitment activity is the responsibility of the interested enterprise, with the cooperation of the executive committees of the town (city, city district) councils, on the basis of the recruitment plan.

d. Recruitment expenses must be appropriated in the budget of the Office of Manpower Reserves.

Labor Contract

## Paragraph 8

a. The recruiting enterprise enters into a written contract with the worker who registers for recruitment. The contract is signed by the representative of the enterprise and by the worker. It is witnessed by the executive committee of the town (city, city district) council.

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b. The minimum duration of a labor contract is one year. In the building industry and, if necessary, in other fields of production designated by the Economic Council, contracts for a period of less than a year, but at least 6 months, are authorized. In agriculture, contracts for less than 6 months are authorized.

c. Under the labor contract, the enterprise guarantees steady employment for the worker, and the worker undertakes to work for the enterprise for the period of time stated. If, at the expiration of the contract, the parties involved do not terminate the contract, it remains in force indefinitely under the usual terms. The relationship between the enterprise and the worker is governed by the provisions of the Labor Code.

d. In accordance with existing regulations, the enterprise guarantees welfare and cultural benefits for the worker, as well as facilities for technical training, during the period of employment.

e. It is the employee's duty to perform his work honestly and conscientiously, carry out orders received, safeguard Socialist property, obey the company rules, and maintain discipline.

f. If the worker fulfills his contractual obligations, the enterprise cannot terminate the employment prior to the expiration of the contract.

g. The worker may be transferred to another enterprise under similar working conditions even before the expiration of the contract. In this case, the contract is considered unbroken.

h. Construction workers may be given a furlough for the duration of freezing weather before the expiration of the contract. In this event, the enterprise, at the request of the worker, guarantees his reemployment after the furlough. If the worker elects to forego this privilege, he may terminate the contract without prejudice.

#### Bonus

#### Paragraph 9

a. All workers entering into a labor contract for a period of one year in the mining industry are entitled to a bonus of 400 forints; those in the building industry get 200 forints. The bonus is payable by the enterprise at the time the worker begins his duties. In the building industry, only the proportionate part of the bonus is paid if the contract runs for a period of less than a year.

b. The amount of the bonus is considered an advance on wages from the commencement of the work to the expiration of the contract. If the worker should resign arbitrarily (without the consent of the director of the enterprise) before the expiration of the contract, or is dismissed by disciplinary action, he must refund the bonus.

c. The worker who, after receiving a bonus, does not report for work, or leaves his place of employment arbitrarily before the expiration of the contract, or is dismissed by disciplinary action, and does not refund the bonus, is liable to punishment as an embezzler.

d. Workers who arbitrarily leave employment in a state enterprise within a year prior to registration for recruitment, or are dismissed from work in a state enterprise by disciplinary action, are not eligible for the bonus.

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Transportation of Registrants for Recruitment

## Paragraph 10

- a. It is the responsibility of the interested enterprise to provide transportation for the worker to the place of employment.
- b. If the worker does not wish to renew his contract after it expires, the enterprise pays for transportation to his home.

Housing of Workers

## Paragraph 11

- a. The enterprise must provide group housing for the workers, if the contract contains this provision.
- b. Group housing is authorized only after a hygienic inspection of the building by the executive committee of the district (city, city district) council.
- c. Hygienic requirements for group housing are established by the Minister of Public Health in cooperation with the Office of Manpower Reserves and the National Council of Trade Unions.
- d. It is the responsibility of the enterprise to maintain the requisite hygienic standards during the use of the premises for group housing.

Penalties

## Paragraph 12

- a. All persons engaged in the recruitment drive are considered, from the viewpoint of criminal law, public officials.
- b. All persons who employ coercion in recruitment or misrepresent labor conditions and wages are liable to imprisonment for not more than 2 years, unless their action is subject to a heavier penalty, especially under Decree No 4 of 1950, which provides penal sanctions for the protection of planned economy.
- c. All persons who violate or circumvent the legal provisions of recruitment other than those contained in paragraph b above are liable to imprisonment for a period not exceeding 6 months. The maximum fine is 20,000 forints. Procedure under this paragraph is the responsibility of the executive committee, sitting as police court.

Istvan Dobi, President, Council of Ministers

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